

VITA

Cynthia W. House

Cynthia W. House is an Organization Development and Change Management practitioner with twenty years of professional experience as both an in-house and independent consultant *and OD theorist*. She has thirty two hours of doctorate level courses in non restricted Industrial / Organizational and Clinical Psychology from the University of Tennessee and Master of Arts and Bachelor of Science degrees from Murray State University. Her work has focused on organization assessment and redesign, large systems change, and workforce and leadership development with small to medium sized knowledge and service work organizations and entrepreneurship and on pioneering innovative business, leadership, and OD practices. She is currently a member of the Change Management Team for the Business Systems and Support Office at Marshall Space Flight Center.

Cynthia takes a systems, assessment based approach to change, believing that change in one area will impact all others and that an understanding of the future and present states are critical to successful change initiatives. Cynthia has conducted numerous organization, team, and individual assessments and has facilitated change efforts at the same levels. She has guided the strategic planning and redesigning of two dozen organizations and has facilitated the development of over fifty leadership, work, and project teams. As a practitioner, she finds methods that will actually work with real people in real organization situations. Because her interventions with clients are often unique, she developed some 150 educational texts and training units on topics to support her work.

Among the innovations for which Cynthia has been recognized are:

- A Comprehensive Organization Development / Change Management Model (used by the MSFC BSSO Change Management Team under a limited use agreement)
- A Comprehensive Organization Assessment Process
- A Functional Leadership Model
- A Seven-Phase Team Development Model
- A Collaborative Organization / Work Structure Model

Among Cynthia's honors are: Inclusion in the 2001 American Management Association's International Think Tank; Invitation to conduct a workshop at the 2000 International Leadership Association conference in Toronto; Invitation to attend the 2002 Annual Strategy Conference sponsored by the U.S. Army War College (one of only two civilian companies invited).

Ms. House began her career as an instructor at a large Midwest university. Following her time in higher education, she served as Vice-President for Curriculum Design and Training for AIM Institute, an employee training and development company. In 1989, Cynthia founded Lazarus Consulting Group, Inc., a women-owned Organization Development consulting firm based in Knoxville, Tennessee. At Lazarus, Cynthia worked collaboratively with other Organization Development practitioners and their client organizations to facilitate values based change and movement toward more healthy business ecologies.

Cynthia is married to John C. House, PhD, a clinical psychologist in private practice. They have three grown children, John Steven, Seth, and Anne-Elizabethe and one grand daughter, Isabel. Cynthia is a member of the several civic and professional organizations, directs three theatre troupes, and regularly performs with a fourth.